1. **Equal Employment Opportunity is the Law**

Every employer covered by the non–discrimination and EEO laws is required to post on its premises the poster, **“Equal Employment Opportunity is the Law.”** The notice must be posted prominently, where it can be readily seen by employees and applicants for employment. The notice provides information concerning the laws and procedures for filing complaints of violations of the laws with the Office of Federal Contract Compliance Programs (OFCCP).

Please go to this site to print posters, you will need the EEO is the law poster as well as the supplement.

<https://www.dol.gov/ofccp/regs/compliance/posters/ofccpost.htm>

1. **The Fair Labor Standards Act (FLSA)**

The Fair Labor Standards Act (FLSA) establishes minimum wage, overtime pay, recordkeeping, and youth employment standards affecting full-time and part-time workers in the private sector and in Federal, state, and local governments. The FLSA requires employers to pay covered nonexempt employees a minimum wage of not less than $7.25 per hour. Click here for the minimum wage poster:

<http://www.dol.gov/whd/regs/compliance/posters/wh1385State.pdf>

1. **The Family & Medical Leave Act (FMLA)**

All covered employers are required to display and keep on display a poster explaining the provisions of the FMLA and telling employees how to file a complaint with the Wage and Hour Division of violations of the Act. The poster must be displayed prominently where employees and applicants for employment can see it .The poster and all the text must be large enough to be easily read and contain fully legible text.  Covered employers must display the poster even if no employees are eligible for FMLA leave. The poster for FMLA can be found at:

<https://www.dol.gov/whd/regs/compliance/posters/fmla.htm>

1. **The Occupational Safety & Health (OSH) Act**

The Occupational Safety and Health (OSH) Act was enacted to "assure safe and healthful working conditions for working men and women" by setting and enforcing standards and providing training, outreach, education and compliance assistance. The OSH Act created the Occupational Safety and Health Administration (OSHA) at the Federal level and provided that states could run their own safety and health programs as long as those programs were at least as effective as the Federal program. Please go to this site to print the OSHA poster:

<https://www.osha.gov/Publications/poster.html>

1. **Uniformed Services Employment & Reemployment Rights Act (USERRA)**

The Uniformed Services Employment and Reemployment Rights Act (USERRA) protects service members' reemployment rights when returning from a period of service in the uniformed services, including those called up from the reserves or National Guard, and prohibits employer discrimination based on military service or obligation.

Employers are required to provide to persons covered by USERRA a notice of the rights, benefits, and obligations of the employees and employers under USERRA.  To do this, employers may post the notice entitled “[Your Rights Under USERRA](https://www.dol.gov/vets/programs/userra/USERRA_Private.pdf)” where employer notices are customarily placed, mail it, or by distributing it via electronic mail.

1. **Families First Coronavirus Response Act (FFCRA)**

The Families First Coronavirus Response Act (FFCRA) requires certain public employers and private employers with fewer than 500 employees to provide their employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19. Each covered employer must post in a conspicuous place on its premises a notice of FFCRA requirements. These provisions will apply from April 1, 2020, through December 31, 2020.

<https://www.dol.gov/general/topics/posters>

1. **And Justice for All**

All federally assisted programs (including land-grant universities) administering USDA programs are required to prominently display the “And Justice for All” poster (AD-475A green version) in their facilities where it may be read by customers. This poster is the primary method utilized to inform customers of civil rights regulations and policies and provides procedures for filing a program discrimination complaint. All “And Justice for All” posters must be displayed in a specific size: 11” width x 17” height.

We currently have a limited number of posters that can be requested from Meredith\_Weinstein@ncsu.edu

1. **Your Right to an Interpreter**

Extension has a legal obligation to serve individuals who have limited proficiency in English. This poster helps customers ask for help and service and to learn about their rights to an interpreter. English text reads, "You have the right to an interpreter at no cost to you. Please point to your language. An interpreter will be called. Please wait." The text is translated into 30 languages.This poster is to be displayed in the reception area and other locations where initial contact may occur.

Additional copies of the 11x17 poster, a tri-fold version and wallet telephone interpretation instruction cards can be requested from Meredith\_Weinstein@ncsu.edu